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ABSTRACT

This is volume II of a three-volume study designed to examine low-wage, low-skilled workers, within the context of their work environment, and to develop techniques to measure the effects of skill advancement training upon the participants. Volume II is composed of 12 statistical tables showing factor analysis and analysis of variance derived from data on job search behavior and employee attitudes. Volume I, an overview of training and research activities and a management report on project administration, is available as VT 010 818. Volume III, containing the modified supervisor and employee pre- and post-test interview schedule for trainee performance rating, is available as VT 010 820. (BC)

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SKILL ADVANCEMENT INC.

A STUDY OF LOW-WAGE WORKERS AND THEIR RESPONSE TO HIGH INTENSITY TRAINING

43

VOLUME II: TECHNICAL APPENDIX A

TABLES

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A STUDY OF LOW-WAGE WORKERS AND THEIR RESPONSE TO HIGH INTENSITY TRAINING

by

Earl E. Davis

VOLUME II: TECHNICAL APPENDIX A

TABLES

Contract No. OSMP 82-34-67-10
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VOLUME II

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TABLE A-1

COMPARISON OF JOB SEARCH BEHAVIOR OF EMPLOYEES WHO HAVE LIVED IN N.Y.C. OVER 5 YEARS WITH EMPLOYEES WHO HAVE LIVED IN N.Y.C. 5 YEARS AND UNDER OR ARE NON-RESIDENTS

a. "Going Cold to a Company" (Employee Q. 110)

Percentage Responses and Chi-Square Values*

Subjects	Response Categories: Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
Over 5 Years (N=208)	33.2	19.2	43.3	4.3
5 Yrs. & Under or Non-Resident (N=115)	43.5	10.4	45.2	0.9

X^2=0.001;df=1; (Not Significant)

b. "Asking Friends or Relatives" (Employee Q. 111)

Percentage Responses and Chi-Square Values

Subjects	Response Categories: Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
Over 5 Years (N=208)	45.7	26.4	25.5	2.4
5 Yrs. & Under or Non-Resident (N=115)	47.8	16.5	33.9	1.7

X^2=2.935;df=1; (Not Significant)

* Chi-Square values were computed to test the significance of differences between total frequencies of "Yes" categories and the "No" category.

(continued)

TABLE A-1 (continued)

c. "Asking Around" (Employee Q. 112)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
Over 5 Years (N= 208)	22.1	27.4	50.0	0.5
5 Yrs. & Under or Non-Resident (N= 115)	22.6	17.4	59.1	0.9

X^2=2.678; df=1; (Not Significant)

d. "Registering at Unemployment Office" (Employee Q. 113)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
Over 5 Years (N= 208)	42.8	21.6	30.8	4.8
5 Yrs. & Under or Non-Resident (N=115)	24.3	20.0	53.9	1.7

X^2=16.268; df=1; $p \leq .001$

(continued)

TABLE A-1 (continued)

e. "Going to Private Agency" (Employee Q. 114)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
Over 5 years (N=208)	22.6	10.1	61.5	5.8
5 Yrs. & Under or Non-Resident (N=115)	20.0	9.6	69.6	0.9

X^2=0.167; df=1; (Not Significant)

f. " Asking at Community Agency" (Employee Q. 115)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
Over 5 Years (N=208)	7.7	3.4	84.1	4.8
5 Yrs. & Under or Non-Resident (N=115)	2.6	3.5	93.0	0.9

X^2=1.688; df=1; (Not Significant)

(continued)

TABLE A-1 (continued)

g. "Asking Local Politicians" (Employee Q. 116)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
Over 5 years (N=208)	3.4	1.9	88.5	6.2
5 Yrs. & Under or Non-Resident (N=115)	2.6	3.5	88.7	5.2

X^2=1.428; df=1; (Not Significant)

h. "Going to a Union" (Employee Q. 117)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
Over 5 Years (N=208)	5.8	9.6	78.8	5.8
5 Yrs. & Under or Non-Resident (N=115)	1.7	4.3	89.6	4.3

X^2=12.643; df=1; p≤.001

(continued)

TABLE A-1 (continued)

i. "Reading Want Ads" (Employee Q. 11C)

Percentage Responses and Chi Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
Over 5 Years (N=208)	28.4	41.3	25.5	4.8
5 Yrs. & Under or Non-Resident (N=115)	27.0	33.0	39.1	0.9

X^2=5.404; df=1, p=.02

TABLE A-2

COMPARISON OF JOB SEARCH BEHAVIOR OF EMPLOYEES 25 AND UNDER AND EMPLOYEES OVER 25

a. "Going Cold to a Company" (Employee Q. 110)

Percentage Responses and Chi-Square Values*

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
25 and Under (N=57)	28.0	10.5	50.8	10.5
Over 25 (N=293)	39.1	16.0	40.8	3.7

X^2=4.650; df=1; p≤.05

b. "Asking Friends or Relatives" (Employee Q. 111)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
25 and Under (N=57)	42.0	19.3	26.3	12.3
Over 25 (N=293)	46.2	21.4	29.2	2.7

X^2=0.000; df=1; (Not Significant)

* Chi-Square values were computed to test the significance of differences between total frequencies of "Yes" categories and the "No" category.

(continued)

TABLE A-2 (continued)

c. "Asking Around" (Employee Q. 112)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
25 and Under (N=57)	8.8	22.8	68.3	0.0
Over 25 (N=293)	20.7	23.1	44.9	10.9

X^2=19.969; df=1; p≤.001

d. "Registering at Unemployment Office" (Employee Q. 113)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Landed Job	No	No Response
25 and Under (N=57)	21.0	19.3	43.8	15.8
Over 25 (N=293)	36.4	23.5	39.8	0.0

X^2=15.268; df=1; p≤.001

(continued)

TABLE A-2 (continued)

e. "Going to Private Agency" (Employee Q. 114)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
25 and Under (N=57)	8.7	14.0	63.0	14.0
Over 25 (N=293)	24.8	8.5	63.9	2.4

X^2=1.948; df=1; (Not Significant)

f. "Asking at Community Agency" (Employee Q. 115)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
25 and Under (N=57)	7.0	7.0	73.5	12.2
Over 25 (N=293)	6.8	2.0	88.1	2.7

X^2=1.688; df=1; (Not Significant)

(continued)

TABLE A-2 (continued)

g. "Asking Local Politicians" (Employee Q. 116)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
25 and Under (N=57)	0.0	1.7	82.2	15.7
Over 25 (N=293)	3.4	2.4	84.7	9.2

X^2=1.48; df=1; (Not Significant)

h. "Going to a Union" (Employee Q. 117)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
25 and Under (N=57)	1.7	5.2	78.7	14.0
Over 25 (N=293)	5.1	7.5	83.3	3.7

X^2=3.835; df=1; (Not Significant)

(continued)

TABLE A-2 (continued)

i. "Reading Want Ads" (Employee Q. 113)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
25 and Under (N= 57)	22.7	33.2	28.0	15.7
25 and Over (N=293)	27.9	37.1	32.3	2.4

X^2=97.537; df=1; p≤.001

TABLE A-3

COMPARISON OF MALE AND FEMALE EMPLOYEES' JOB SEARCH BEHAVIOR

a. "Going Cold to a Company" (Employee Q. 110)

Percentage Responses and Chi-Square Values*

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
Male (N=158)	44.3	20.3	35.4	0.0
Female (N=183)	35.0	12.0	53.0	0.0

X^2=10.541; df=1; p≤.001

b. "Asking Friend or Relative (Employee Q. 111)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
Male (N=158)	53.8	23.4	22.2	0.6
Female (N=183)	41.5	21.3	36.1	1.1

X^2=40.187; df=1; p≤.001

* Chi-Square values were computed to test the significance of differences between total frequencies of "Yes" categories and the "No" category.

(continued)

TABLE A-3 (continued)

c. "Asking Around" (Employee Q. 112)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
Male (N=158)	24.7	29.1	44.9	1.3
Female (N=183)	15.3	19.7	64.5	0.5

X^2=12.798; df=1; p≤.001

d. "Registering at Unemployment Office" (Employee Q 113)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
Male (N=158)	35.4	28.5	34.2	1.9
Female (N=183)	35.5	16.9	47.5	0.0

X^2=7.061; df=1; p≤.01

(continued)

TABLE A-3 (continued)

e. "Going to Private Employment Agency" (Employee Q. 114)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
Male (N=158)	26.6	9.5	63.3	0.6
Female (N=183)	19.7	9.8	69.4	1.1

X^2=1.617; df=1;(Not Significant)

f. "Asking at Community Agency" (Employee Q. 115)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
Male (N=158)	8.9	2.5	87.3	1.3
Female (N=183)	5.4	3.3	90.2	1.1

X^2=.067; df=1; (Not Significant)

(continued)

TABLE A-3 (continued)

g. "Asking Local Politicians" (Employee Q. 116)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
Male (N=158)	5.7	3.2	89.9	1.3
Female (N=183)	1.1	2.2	95.1	1.6

X^2=7.532; df=1; p≤.01

h. "Going to a Union" (Employee Q. 117)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
Male (N=158)	7.0	7.0	84.2	1.9
Female (N=183)	2.7	8.2	87.4	1.6

X^2=0.721; df=1; (Not Significant)

(continued)

TABLE A-3 (continued)

i. "Reading Want Ads" (Employee Q. 118)

Percentage Responses and Chi-Square Values

Subjects	Response Categories			
	Yes, and Landed Job	Yes, But Didn't Land Job	No	No Response
Male (N=158)	32.3	42.4	24.7	0.6
Female (N=183)	24.6	35.0	39.9	0.5

X^2=3.908; df=1; p=.01

TABLE A-4

PRINCIPAL COMPONENTS FACTOR ANALYSIS OF 54 ATTITUDINAL AND PERSONALITY ITEMS IN LIKERT FORMAT EMPLOYEES PHASE I (N=353)

Variable	Item Number[1]	Item[2]	Varimax Rotated Factor Loadings					
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI
1.	134	I think that I am a person who cares about the feelings of other people.	-.11	-.04	.60	-.07	-.06	.11
2.	135	I believe that people usually help each other.	.10	-.01	.23	-.03	-.46	-.13
3.	136	I think that I have to look out for myself in this world.	.21	.32	-.18	-.11	.05	.12
4.	137	I am able to do things as well as most other people.	-.06	.16	.51	.01	.03	-.16
5.	138	I believe that people are out for themselves.	.18	.36	-.16	.16	.14	.18
6.	139	I believe that most people treat others more by what they think of their race or nationality than the sort of person they are.	.21	.48	.01	.23	.20	.04

(continued)

[1] This refers to the question number in the Modified Employee Pre-Test Interview Schedule.

[2] The response categories for items 1-50 were as follows:
1 = Agree very much; 2 = Agree a little;
3 = Disagree a little; 4 = Disagree very much.
The response categories for items 51-54 were as follows:
1 = Very often; 2 = Sometimes;
3 = Hardly ever; 4 = Never

(continued)

TABLE A-4

Variable	Item Number	Item	Varimax Rotated Factor Loadings					
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI
7.	140	I think that there are many people who care what happens to me.	-.23	-.03	.37	-.03	-.30	.00
8.	141	There is much in my life that I am proud of.	-.05	.14	.53	.13	-.13	-.24
9.	142	I feel uncomfortable with many people.	.42	.09	-.08	.35	-.05	.05
10.	143	I am respected as a person by all kinds of people.	-.47	-.06	-.01	-.10	-.15	.17
11.	144	All in all, I pretty much feel that I am a failure.	.24	.04	.00	.16	.12	.34
12.	145	It upsets me very much to see another person suffer.	.13	-.07	.54	.06	-.24	.01
13.	146	I like to stand up for what I believe in when I am in a group, even when no one else agrees with me.	-.06	.06	.44	-.03	.11	.13
14.	147	I hardly ever feel like picking a fight with anyone.	.02	.05	.08	.10	-.28	.20
15.	148	There are times when I feel as if I'm getting a raw deal from life.	.26	.18	.03	.16	.09	.47

(continued)

(continued)

TABLE A-4

Variable	Item Number	Item	Varimax Rotated Factor Loadings					
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI
16.	149	It usually bothers me to see someone made fun of in front of others regardless of what he's done.	-.14	.00	.24	-.04	.06	.20
17.	150	I like arguing with a supervisor or someone I have to take orders from.	.12	.04	-.05	.38	.11	.12
18.	151	I just can't stay mad even when I think I should.	-.11	-.03	.24	-.07	-.39	.20
19.	152	At times I have a strong feeling to do something bad or shocking.	.17	.00	-.09	.18	-.01	.60
20.	153	If I happen to hurt someone without meaning to, I usually don't let it bother me.	-.04	-.02	-.27	.10	.06	-.07
21.	154	I enjoy taking chances in games and in life.	.05	.03	.14	.08	-.06	.37
22.	155	I have often either broken rules and regulations or really wanted to.	.11	.04	-.01	-.02	.20	.54
23.	156	I don't admire anybody very much.	.09	.20	-.41	.16	-.03	.07
24.	157	At times I feel like smashing things.	.22	-.08	-.06	.18	.16	.60

(continued)

(continued)

TABLE A-4

Variable	Item Number	Item	Varimax Rotated Factor Loadings					
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI
25.	158	There is no use in training Negroes and Puerto Ricans for better jobs because most white employers wouldn't hire them anyway.	.10	.31	-.04	.42	.16	-.03
26.	159	One way to do away with discrimination is to pass stronger laws.	.10	.47	.05	-.10	-.14	.06
27.	160	There will always be poor people.	-.05	.19	.03	-.04	-.04	.22
28.	161	The police are tougher on Negroes and Puerto Ricans than they are on most other people.	.05	.59	.04	.33	.07	-.03
29.	162	Unions don't help you; they just collect your dues.	-.05	.07	-.11	.56	-.05	.10
30.	163	In this country most people don't want to see colored people move up to better jobs.	.02	.58	.14	.34	.18	.15
31.	164	People who don't have much money can't expect to get justice in the courts.	-.02	.50	.02	.43	.04	.06
32.	165	I am able to do much more skilled work than I do now.	-.08	.28	.10	-.13	-.06	.12
33.	166	Groups that are for discrimination should be outlawed.	-.06	.31	.15	.01	-.03	.07

(continued)

(continued)

TABLE A-4

Variable	Item Number	Item	Varimax Rotated Factor Loadings					
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI
34.	167	Unions have helped better conditions for working people.	-.01	.22	.10	-.60	.06	.05
35.	168	If you speak with a different accent it counts against you, no matter what you do.	.30	.37	-.06	.38	-.04	-.03
36.	169	There will always be people who are discriminated against.	-.21	.35	.21	-.09	.22	.31
37.	170	Even if I could do more skilled work than I do now I would not get a chance to do it here.	.15	.14	.13	.53	.04	.07
38.	171	Negro and Puerto Rican children are receiving as good an education as white children.	.03	-.31	-.20	.14	-.25	.23
39.	172	There is very little that minority groups can do to change things in this country.	-.02	.43	-.08	.33	-.25	.15
40.	173	The civil rights movement is a good thing for this country.	.08	.44	.11	-.37	-.14	-.13
41.	174	The civil rights movement is moving too slowly.	.12	.56	-.04	.02	-.16	-.17

(continued)

(continued)

TABLE A-4

Variable	Item Number	Item	Varimax Rotated Factor Loadings					
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI
42.	175	Negroes can only win their rights if they fight for them themselves.	-.08	.42	-.06	.11	-.02	.07
43.	176	In the next five years we can expect that the attitude of white people about civil rights will be worse.	.04	.27	-.12	.45	.01	.14
44.	177	Negroes and Puerto Ricans are better off today than they were five years ago.	-.24	.04	-.04	-.24	-.18	.26
45.	178	Negroes and Puerto Ricans who do the same work as whites usually get paid less than whites.	-.05	.59	.00	.08	.11	-.06
46.	179	This department is a pleasant place to work.	-.21	-.04	-.09	-.14	-.60	-.10
47.	180	This department does good work.	-.09	.01	.06	.06	-.53	-.17
48.	181	This department is a friendly place to work.	-.25	.05	-.02	-.20	-.60	-.14
49.	182	The people in this department argue a lot.	.27	-.03	.04	.34	.42	.21
50.	184	There are a lot of stuck-up people in this department.	.40	.14	-.04	.40	.13	.03
51.	185	How often do you feel that you have no one to turn to?	.73	.00	-.08	.05	.06	.14

(continued)

(continued)

TABLE A-4

Variable	Item Number		Varimax Rotated Factor Loadings					
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI
52.	186	How often do you feel that you have problems with your life that are too much for you?	.55	-.08	-.15	.00	.08	.30
53.	187	How often do you feel upset when people find fault with you?	.61	-.02	-.02	-.04	.03	.18
54.	189	How often do you feel that people laugh at you?	.63	.03	-.08	.08	.08	.26
		Pct. Var.	5.88	7.13	4.28	5.90	4.44	4.77
		Cum.Pct. Var.	5.88	13.02	17.30	23.20	27.63	32.40

TABLE A-5

PRINCIPAL COMPONENTS FACTOR ANALYSIS
OF 48 SELECTED INTERVIEW ITEMS
EMPLOYEES PHASE I (N=114)

Variable	Item Number[1]	Item	Varimax Rotated Factor Loadings						
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII
1.	11	Do you think that your job is too hard, too easy, or just about right for you? 1=Too easy; 5=Too hard.	-.12	.03	-.17	.08	.08	-.09	.44
2.	12	Would you say that your job is usually interesting or is it usually boring? 1=Extremely interesting; 5=Extremely boring.	-.06	-.27	-.53	-.03	-.07	-.17	-.06
3.	14	Do you think that you are important to the company (hospital) or that you are just another worker? 1=Important; 3=Just another worker.	-.06	-.36	-.31	-.37	-.16	-.11	-.14
4.	15	How do you feel about your job? Do you like it or dislike it? 1=Like it very much; 5=Dislike it very much.	-.13	-.46	-.29	-.05	-.14	-.08	-.20

[1] This refers to the question number in the Modified Employee Pre-Test Interview Schedule, Appendix B-1.

(continued)

(continued)

TABLE A -5

Variable	Item Number	Item	Varimax Rotated Factor Loadings						
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII
5.	D_1	Discrepancy between present weekly wage and wage needed to just get along. 1=One-fifth or less; 5=Five-fifths or more	.00	-.11	-.22	.60	-.21	-.14	-.28
6.	D_2	Discrepancy between present weekly wage and wage needed to be comfortable. 1=One-fifth or less; 5= five-fifths or more.	-.09	-.06	-.14	.65	-.27	-.23	-.29
7.	122	Suppose you got a job in some other company (hospital), would you feel sorry about leaving here? 1= very sorry; 5=Very glad.	-.06	-.74	.06	-.06	-.14	-.06	.06
8.	123	Would you miss your friends here? 1=A great deal; 5=Not at all	.09	-.71	-.04	-.02	.21	.18	.06
9.	124	Would you miss the people you work with? 1=A great deal; 5=Not at all.	-.03	-.76	-.02	-.08	.17	.17	-.06
10.	125	Would you miss your foreman (title)? 1=A great deal; 5= Not at all.	-.05	-.76	-.29	.07	-.04	.11	-.02

(continued)

(continued)

TABLE A-5

Variable	Item Number	Item	Varimax Rotated Factor Loadings						
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII
11.	127	Would you miss doing the kind of work you do here? 1=A great deal; 5=Not at all.	-.05	-.75	-.08	-.01	-.12	-.09	.04
12.	131	Would you be interested in getting a better job at more pay here?1= Very interested; 5=Not interested.	-.67	-.13	-.20	-.10	-.08	.23	.05
13.	131a	Would you be interested if you had to work longer hours than now? 1= Very interested; 5=Not interested.	-.32	.00	.12	.00	.17	.32	.09
14.	131b	If you had to take on more responsibilities? 1=Very interested; 5= Not interested.	-.43	-.07	-.08	-.06	-.02	.44	.18
15.	131c	If you had to "boss" somebody else? 1=Very interested; 5=Not interested.	-.21	-.18	.09	.06	.00	.81	-.03
16.	131d	If you had to "boss" people you work with? 1=Very interested; 5=Not interested.	-.17	-.17	.11	.06	-.02	.82	-.02

(continued)

(continued)

TABLE A-5

Variable	Item Number	Item	Varimax Rotated Factor Loadings						
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII
17.	131e	If you had to leave the people you are working with? 1=Very interested; 5=Not interested.	-.36	-.09	-.07	-.10	-.09	.59	.09
18.	131f	If you would lose your seniority? 1=Very interested; 5=Not interested.	-.14	.04	-.01	-.17	-.07	.55	-.27
19.	132	Let's suppose a training program were given here so that workers doing your kind of work could learn to do another job that paid more money. How interested would you be in taking part in it? 1=Very interested; 5=Not interested.	-.84	-.20	-.07	-.03	-.18	.15	.15
20.	132a	Would you be interested if you were paid-while you were being trained during your regular hours of work? 1=Very interested; 5=Not interested.	-.82	-.26	.04	.06	-.16	.04	.05
21	132b	How interested would you be if it meant that you had to stay after regular work hours without pay? 1= Very interested; 5=Not interested.	-.62	.22	.05	-.13	.28	.11	.00

(continued)

(continued)

TABLE A-5

Variable	Item Number	Item	Varimax Rotated Factor Loadings						
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII
22.	132c	If the training program meant that you would have to do some studying at home, would you be willing? 1=Very interested; 5= Not interested.	-.84	-.01	.03	.03	.04	19	.02
23.	132d	If the training program meant that you would be trained for a job that would make you part of management, like a foreman or supervisor, would you be willing to take part in it? 1=Very interested; 5=Not interested.	-.78	-.04	.07	-.03	.03	.23	.11
		If you were to describe your supervisor (title), would you say:							
24.	50	He takes a personal interest in his workers' problems? 1=Strongly agree; 5=Strongly disagree.	.04	-.15	-.65	.00	-.09	-.04	.03
25.	51	He tries to get the most work out of his workers no matter what? 1= strongly agree; 5=Strongly disagree.	-.28	-.07	.28	-.30	-.18	-.13	.06

(continued)

(continued)

TABLE A-5

Variable	Item Number	Item	Varimax Rotated Factor Loadings						
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII
26.	52	He will do anything to keep his own record good with the company (hospital) no matter who gets hurt? 1= strongly agree; 5=Strongly disagree.	-.20	.02	.53	-.20	-.02	-.06	-.26
27.	53	He treats everyone alike? 1= strongly agree; 5=Strongly disagree.	.06	.04	-.77	.15	-.08	.03	.13
28.	54	He treats his workers like children? 1=Strongly agree; 5=Strongly disagree.	.20	.04	.62	-.12	-.17	.02	.18
29	92	Do you think you could ever get the job you would most like to have in this company (hospital)? 1=Very likely; 5=Very unlikely.	-.26	-.08	-.04	-.15	.27	-.12	-.13
30.	94	Would you like to learn to do a different kind of work than the work you do now? 1=Yes, like to very much; 5=No, definitely not.	-.31	.05	-.11	-.37	.00	.09	-.12

(continued)

(continued)

TABLE A-5

Variable	Item Number	Item	Varimax Rotated Factor Loadings						
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII
31.	108	Supposing another company (hospital) offered you the same kind of job you have here, at the same pay. Would you be interested in taking it? 1= Definitely interested; 5= Definitely not interested.	.14	-.12	-.16	.10	-.43	-.18	-.01
32.	13	How important would you say your job is to the company (hospital)? Would you say it is very important, fairly important, or not at all important? 1=Very important; 3= Not at all important.	-.02	-.13	-.10	-.38	-.31	-.08	-.22
33.	29	Do you feel that your rate of pay is too high, about right, or too low for the work you do? 1=Too high; 3=too low.	.27	.00	-.11	.46	.11	.00	-.07
34.	30	Do you think that for the kind of work you do, most other companies (hospitals) that you know about pay more than you get, pay less, or most pay about the same as you get? 1= most pay more; 3=Most pay less.	-.06	-.17	-.05	-.55	-.03	-.08	-.12

(continued)

(continued)

TABLE A-5

Variable	Item Number	Item	Varimax Rotated Factor Loadings						
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII
35.	31	When you think of this company (hospital) as a place to work, would you say that most other companies (hospitals) that you know about are better places to work in, are worse or are about the same? 1=Most are better; 3=Most are worse.	.05	.04	.11	-.39	-.16	-.12	-.10
36.	55	In some companies (hospitals), workers get the feeling that they are part of a big family. In other companies (hospitals) workers get the feeling that they are part of a big machine. How do you feel about working here? 1=Part of a big family; 3=Part of a big machine.	-.10	-.42	-.34	.11	.10	-.07	-.22
37.	56	Do you think that you could almost drop dead at work and the bosses wouldn't notice, or do you feel they are for you here as a person? 1=They really care for you; 3=Nobody notices you.	.02	-.16	-.57	-.12	.12	.14	.10

(continued)

TABLE A-5

Variable	Item Number	Item	Varimax Rotated Factor Loadings						
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII
38.	59	Do you feel you could improve the way things are done around here? 1=Yes; 3=No.	-.01	-.09	.04	-.20	-.34	.11	.60
39.	59b	Would you consider offering any ideas about improving the way things are done around here? 1=Yes; 3=No.	-.17	-.23	-.30	-.08	-.18	.19	.36
40.	60	Some people might say that working for this company (hospital) is like working for any other one; you get your pay and that's it. Other people might say that there is something about this company (hospital) that makes it better or that makes it not as good as other companies (hospitals) to work for. What do you think is true? 1=Something that makes it better; 3=Something that makes it not as good.	.05	-.35	-.08	.20	-.18	.17	.24

(continued)

(continued)

TABLE A-5

Variable	Item Number	Item	Varimax Rotated Factor Loadings						
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII
41.	105	If you had $100 clear coming in every week without working, would you want to quit working or would would want to continue working? 1=Continue working full-time; 3=Quit working.	-.30	.20	-.05	.01	.44	.10	-.06
42.	109b	Do you think you would have any trouble getting a better job at more pay? 1=Yes, would have a great deal of trouble; 3=No trouble.	.34	.21	-.10	.14	.36	.13	-.37
43.	128	Supposing you didn't have a job and somebody offered you a job that gave you $100 a week, and somebody else offered you a job for $75 a week now, with the chance of making $150 a week in the next few years, which would you take? 1=$100 per week; 3=$75 now with a chance of $150 later.	.07	-.20	-.05	-.09	-.16	.01	-.55

(continued)

(continued)

TABLE A-5

Variable	Item Number	Item	Varimax Rotated Factor Loadings						
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII
44.	129	Would you be willing to take a chance at a better job with more pay even if you weren't sure you could make good on it, or would you rather work at a job like you have which you are sure you can do? 1=A chance at a better paying job; 3=Job like present job.	.03	.28	-.16	-.42	.12	.31	.04
45.	193	Total number of organizations you belong to.	.01	.12	-.16	.02	-.16	.24	.08
46.	57	Rules are changed here without warning. 1=Disagree very much; 4=Agree very much.	.18	-.06	-.03	.03	.67	-.04	.01

(continued)

(continued)

TABLE A-5

Variable	Item Number	Item	Varimax Rotated Factor Loadings						
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII
47.	58	Rules are changed here regardless of their effect on the workers. 1=Disagree very much; 4=Agree very much.	.12	-.17	-.08	.19	.58	-.05	.14
48.	106	In general, what do you think are your chances of getting a better job here? 1=Very good; 4=Poor.	-.22	-.39	-.21	-.03	.16	-.03	.40
		Pct. Var.	10.20	9.00	6.78	5.26	4.88	6.31	4.29
		Cum. Pct. Var.	10.20	19.20	25.98	31.24	36.12	42.43	46.72

TABLE A-6

PRINCIPAL COMPONENTS FACTOR AN
OF 68 SELECTED INTERVIEW IT
EMPLOYEES PHASE I (N=114

Variable	Item Number[1]	Item	Fac. I	Fac. II	Fac III
1.	11	Do you think that your job is too hard, too easy, or just about right for you? 1=Too easy; 5=Too hard.	-.07	-.08	-.0
2.	12	Would you say that your job is usually interesting or is it usually boring? 1=Extremely interesting; 5=Extremely boring.	.47	.01	-.2
3.	14	Do you think that you are important to the company (hospital) or that you are just another worker? 1=Important; 3=Just another worker.	.49	-.10	-.0
4.	15	How do you feel about your job? Do you like it or dislike it? 1=Like it very much; 5=Dislike it very much.	.58	-.08	-.0

[1] This refers to the question number in the Modified Employee Pre-Test Inter

TABLE A-6

L COMPONENTS FACTOR ANALYSIS
SELECTED INTERVIEW ITEMS
PLOYEES PHASE I (N=114)

	Varimax Rotated Factor Loadings											
	Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII	Fac. VIII	Fac. IX	Fac. X	Fac. XI	Fac. XII
hard, you?	-.07	-.08	-.01	-.21	.07	-.04	.02	.13	-.55	-.22	-.28	-.09
ally g? ly	.47	.01	-.27	-.27	-.05	.21	.10	.34	-.12	-.02	-.03	.01
t you tant;	.49	-.10	-.01	.17	.21	.24	-.17	.13	.04	.11	.40	-.08
o e it	.58	-.08	-.03	-.11	-.02	.20	.19	-.08	-.03	.06	-.07	-.20

(continued)

nployee Pre-Test Interview Schedule, Appendix B-1.

(continued)

TABLE A-6

Variable	Item Number	Item	Fac. I	Fac. II	Fa II
5.	D_1	Discrepancy between present weekly wage and wage needed to just get along. 1=One-fifth or less; 5=Five-fifths or more.	.14	.05	
6.	D_2	Discrepancy between present weekly wage and wage needed to be comfortable. 1=One-fifth or less; 5=Five-fifths or more.	.13	.08	-
7.	124	Suppose you got a job in some other company (hospital), would you miss the people you work with? 1=A great deal; 5=Not at all.	.66	-.12	
8.	125	Would you miss your foreman (title)? 1=A great deal; 5=Not at all.	.71	-.15	
9.	127	Would you miss doing the kind of work you do here? 1=A great deal; 5=Not at all.	.69	-.01	-
10.	131	Would you be interested in getting a better job at more pay here? 1=Very interested; 5=Not interested.	.20	-.63	

(continued)

(continued)

TABLE A-6

Varimax Rotated Factor Loadings

	Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII	Fac. VIII	Fac. IX	Fac. X	Fac. XI	Fac. XII
y wage . ns	.14	.05	.04	-.89	.05	.07	-.01	-.03	-.12	-.02	-.10	.04
y wage . ns	.13	.08	-.01	-.88	.07	.04	-.03	.04	-.06	.00	-.13	.05
ner s great	.66	-.12	.18	.05	.12	-.15	-.31	-.22	.02	-.02	-.02	.11
e)?	.71	-.15	.08	-.11	.03	-.06	-.08	-.24	-.20	.12	-.17	-.11
work	.69	-.01	-.23	.11	.13	.00	-.17	.02	.02	.01	-.21	.00
ng a =Very	.20	-.63	.01	.03	.21	.14	.07	.18	-.10	-.18	-.02	-.08

(continued)

(continued)

TABLE A-6

Variable	Item Number	Item	Fac. I	Fac. II	F I
11.	131a	Would you be interested if you had to work longer hours than now? 1=Very interested; 5=Not interested.	-.04	-.47	
12.	131b	If you had to take on more responsibilities? 1=Very interested; 5=Not interested.	.09	-.58	
13.	131c	If you had to "boss" somebody else? 1=Very interested; 5=Not interested.	.04	-.77	
14.	131d	If you had to "boss" people you work with? 1=Very interested; 5=Not interested.	.02	-.75	
15.	131e	If you had to leave the people you are working with. 1=Very interested; 5=Not interested.	-.11	-.64	

(continued)

(continued)

TABLE A-6

Varimax Rotated Factor Loadings

	Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII	Fac. VIII	Fac. IX	Fac. X	Fac. XI	Fac. XII
d to ery	-.04	-.47	.45	-.04	-.04	-.20	.01	-.01	-.09	-.10	-.15	.17
si- ot	.09	-.58	.04	.10	.18	.06	-.16	.06	-.08	-.04	.12	.18
e? ed.	.04	-.77	-.13	-.02	-.21	-.13	-.14	-.19	.10	.08	.12	-.13
ork with? ed.	.02	-.75	-.19	-.01	-.21	-.18	-.13	-.22	.09	.06	.10	-.14
u are ; 5=Not	-.11	-.64	-.21	.06	.05	.02	.10	-.08	-.10	-.03	.06	.04

(continued)

(continued)

TABLE A-6

Variable	Item Number	Item	Fac. I	Fac. II
16.	132	Let's suppose a training program were given here so that workers doing your kind of work could learn to do another job that paid more money. How interested would you be in taking part in it? 1=Very interested; 5=Not interested.	.19	-.
17.	132c	If the training program meant that you would have to do some studying at home, would you be willing? 1=Very interested; 5=Not interested.	.05	-.
		If you were to describe your supervisor (title), would you say:		
18.	50	He takes a personal interest in his workers' problems? 1=Strongly agree; 5=Strongly disagree.	.35	.
19.	51	He tries to get the most work out of his workers no matter what? 1=Strongly agree; 5=Strongly disagree.	-.01	-.

(continu

(continued)

TABLE A-6

Varimax Rotated Factor Loadings

	Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII	Fac. VIII	Fac. IX	Fac. X	Fac. XI	Fac. XII
vere vour other terested ?												
ed.	.19	-.65	.10	.03	.33	.19	.22	.00	.10	-.06	-.21	.01
you home, terested;	.05	-.68	.16	.03	.10	.14	.18	.03	.04	-.24	-.14	.08
rvisor												
s ree;	.35	.08	.06	-.01	.02	.01	-.10	.00	-.60	.04	.20	.01
of rongly	-.01	-.16	.15	.21	.30	.05	.17	.19	.08	-.10	-.25	-.46

(continued)

(continued)

TABLE A-6

Variable	Item Number	Item	Fac. I	Fac. II
20.	53	He treats everyone alike? 1=Strongly agree; 5=Strongly disagree.	.23	.07
21.	92	Do you think you could ever get the job you would most like to have in this company (hospital)? 1=Very likely 5=Very unlikely.	.10	-.09
22.	94	Would you like to learn to do a different kind of work than the work you do now? 1=Yes, like to very much; 5=No, definitely not.	.09	-.19
23.	108	Supposing another company (hospital) offered you the same kind of job you have here, at the same pay. Would you be interested in taking it? 1=Defintely interested; 5=Definitely not interested.	.03	-.17
24.	13	How important would you say your job is to the company (hospital)? Would you say it is very important, fairly important, or not at all important? 1=Very important; 3=Not at all important.	.28	.09

(continued)

(continued)

TABLE A-6

Varimax Rotated Factor Loadings

	Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII	Fac. VIII	Fac. IX	Fac. X	Fac. XI	Fac. XII
y	.23	.07	-.10	-.21	-.06	.11	.08	-.12	-.66	.13	.17	.16
ob	.10	-.09	-.07	.11	-.04	.05	-.02	.19	-.05	-.56	-.02	-.07
rent ? itely	.09	-.19	.15	.18	.23	-.06	-.07	.07	-.22	-.33	.18	-.30
u ely ed.	.03	-.17	-.14	-.24	.02	.06	-.15	.15	.00	.33	.09	-.25
is say t, or-	.28	.09	-.24	.06	.24	.10	.19	-.01	.26	-.13	.27	-.09

(continued)

(continued)

TABLE A-6

Variable	Item Number	Item	Fac. I	Fac. II
25.	29	Do you feel that your rate of pay is too high, about right, or too low for the work you do? 1=Too high; 3=Too low.	-.01	.17
26.	30	Do you think that for the kind of work you do, most other companies (hospitals) that you know about, pay more than you get, pay less, or most pay about the same as you get? 1=Most others pay more; 3=Most others pay less.	.25	.05
27.	31	When you think of this company (hospital) as a place to work, would you say that most other companies (hospitals) that you know about are better places to work in, are worse or are about the same? 1=Most others are better; 3=Most others are worse.	-.05	.12

(continued)

(continued)

TABLE A-6

Varimax Rotated Factor Loadings

	Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII	Fac. VIII	Fac. IX	Fac. X	Fac. XI	Fac. XII
ay is ow for =Too	-.01	.17	-.04	-.22	-.45	-.12	-.25	.09	-.18	.08	-.20	-.04
of work ospitals) han you t the s pay	.25	.05	-.06	-.05	.28	.01	-.18	-.05	.12	-.36	.16	-.11
(hospital) ay that) that s to the r;	-.05	.12	-.02	-.18	.43	-.10	-.23	.04	.22	-.17	.06	.01

(continued)

(continued)

TABLE A-6

Variable	Item Number	Item	Fac. I	Fac. II
28.	55	In some companies (hospitals), workers get the feeling that they are part of a big family. In other companies (hospitals), workers get the feeling that they are part of a big machine. How do you feel about working here? 1=Part of a big family; 3=Part of a big machine.	.58	.00
29.	56	Do you think that you could almost drop dead at work and the bosses wouldn't notice, or do you feel they are for you here as a person? 1=They really care for you; 3=Nobody notices you.	.29	-.01
30.	59	Do you feel you could improve the way things are done around here? 1=Yes; 3=No.	-.13	-.15
31.	59b	Would you consider offering any ideas about improving the way things are done around here? 1=Yes; 3=No.	.14	-.38

(continued)

(continued)

TABLE A-6

Varimax Rotated Factor Loadings

	Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII	Fac. VIII	Fac. IX	Fac. X	Fac. XI	Fac. XII
kers of g .	.58	.00	-.02	-.05	-.20	.07	.13	-.06	-.15	-.02	.15	.04
drop t you re for	.29	-.01	-.05	.07	-.02	.29	-.25	-.10	-.43	-.05	.08	.12
way es!	-.13	-.15	-.11	.01	.61	.12	.00	-.20	-.22	.28	-.11	-.02
eas done	.14	-.38	-.21	.21	.10	.05	.08	-.13	-.23	.17	-.06	-.03

(continued)

(continued)

TABLE A-6

Variable	Item Number	Item	Fac. I	Fac. II	Fac. III
32.	60.	Some people might say that working for this company (hospital) is like working for any other one; you get your pay and that's it. Other people might say that there is something about this company (hospital) that makes it better to that makes it not as good as other companies (hospitals) to work for. What do you think is true? 1=Something that makes it better; 3=Something that makes it not as good.	.26	-.16	-.1
33.	105	If you had $100 clear coming in every week without working, would you want to quit working or would you want to continued working? 1=Continue working full-time; 3=Quit working.	-.13	-.27	-.0
34.	109b	Do you think you would have any trouble getting a better job at more pay? 1=Yes, would have a great deal of trouble; 3=No trouble.	-.11	.16	.0

(continued)

(continued)

TABLE A-6

Varimax Rotated Factor Loadings

	Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII	Fac. VIII	Fac. IX	Fac. X	Fac. XI	Fac. XII
for rking y say etter ner What g that nakes	.26	-.16	-.13	.22	-.04	.10	-.03	.28	-.10	.54	-.02	.03
ery nt to rking	-.13	-.27	-.08	.03	-.25	.01	.10	.07	-.08	-.51	.01	.19
ouble trouble;	-.11	.16	.03	.09	-.66	.08	-.06	.12	.06	.01	.20	-.07

(continued)

(continued)

TABLE A-6

Variable	Item Number	Item	Fac. I	Fac. II	Fac. III
35.	128	Supposing you didn't have a job and somebody offered you a job that gave you $100 a week, and somebody else offered you a job for $75 a week now, with the chance of making $150 a week in the next few years, which would you take? 1=$100 per week; 3=$75 now with a chance of $150 later.	.22	.07	-.0
36.	129	Would you be willing to take a chance at a better job with more pay even if you weren't sure you could make good on it, or would you rather work at a job like you have which you are sure you can do? 1= A chance at a better paying job; 3= Job like present job.	-.26	-.17	-.0
37.	57	Rules are changed here without warning. 4=Agree very much; 1=Disagree very much.	.01	.14	.0
38.	106	In general, what do you think are your chances of getting a better job here? 1=Very good; 4=Poor.	.29	-.20	-.1

(continued)

(continued)

TABLE A-6

Varimax Rotated Factor Loadings

	Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII	Fac. VIII	Fac. IX	Fac. X	Fac. XI	Fac. XII
e												
w, ek												
ow	.22	.07	-.03	.10	-.13	-.02	-.02	-.21	.22	-.02	.19	-.45
ce if d on ob u ying	-.26	-.17	-.01	.28	-.03	.16	-.12	.01	-.07	-.08	.46	.10
ing. much.	.01	.14	.09	.29	-.46	.24	-.17	-.12	.06	-.20	-.17	.08
our e?	.29	-.20	-.19	.39	.00	.27	-.04	.02	-.08	.06	-.28	.09

(continued)

(continued)

TABLE A-6

Variable	Item Number	Item[2]	Fac. I	Fac. II	Fa II
39.	135	I believe that people usually help each other. 1=Agree very much; 4= Disagree very much.	.22	-.13	
40.	137	I am able to do things as well as most other people.	-.01	-.12	
41.	139	I believe that most people treat others more by what they think of their race or nationality than the sort of person they are.	-.17	.18	
42.	142	I feel uncomfortable with many people.	-.08	.20	
43.	143	I am respected as a person by all kinds of people.	.18	-.31	-
44.	148	There are times when I feel as if I'm getting a raw deal from life.	-.13	.17	

[2] The response categories for items 39-64 were as follows:
1 = Agree very much; 2 = Agree a little;
3 = Disagree a little; 4 = Disagree very much.
The response categories for items 65-68 were as follows:
1 = Very often; 2=Sometimes; 3 = Hardly ev

(continued)

TABLE A-6

	Varimax Rotated Factor Loadings											
	Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII	Fac. VIII	Fac. IX	Fac. X	Fac. XI	Fac. XII
elp 4=	.22	-.1[illegible]	.17	-.26	.00	.09	-.14	-.48	-.20	-.04	-.05	-.06
as most	-.01	-.1[illegible]	.01	.01	.18	.16	.10	-.62	.03	.01	.07	-.10
t others r race per-	-.17	.18	.42	.13	.06	-.15	.11	.07	-.02	-.32	.05	.06
people.	-.08	.20	.54	-.12	-.28	-.20	.30	.16	.14	-.15	-.18	.01
11 kinds	.18	-.31	-.22	.18	.05	.07	-.01	-.01	.02	.06	-.08	.46
If I'm	-.13	.17	.12	.00	.10	-.28	.29	.23	.00	-.20	.04	.26

(continued)

ollows:
Agree a little;
Disagree very much.
ollows:
mes; 3 = Hardly ever; 4 = Never.

(continued)

TABLE A-6

Variable	Item Number	Item	Fac. I	Fac. II	Fa II
45.	152	At times I have a strong feelings to do something bad or shocking.	-.10	-.12	.
46.	154	I enjoy taking chances in games and in life.	.00	-.10	.
47.	155	I have often either broken rules and regulations or really wanted to.	-.03	.05	.
48.	157	At times I feel like smashing things.	-.28	-.02	.
49.	158	There is not use in training Negroes and Puerto Ricans for better jobs bec-uase most white employers wouldn't hire them anyway.	-.05	.02	.
50.	160	There will always be poor people.	.12	.07	.
51.	161	The police are tougher on Negroes and Puerto Ricans than they are on most other people.	-.01	.03	.
52.	162	Unions don't help you; they just collect your dues.	-.03	-.08	.

(continued)

(continued)

TABLE A-6

Varimax Rotated Factor Loadings

	Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII	Fac. VIII	Fac. IX	Fac. X	Fac. XI	Fac. XII
to do	-.10	-.12	.45	-.02	.09	-.13	-.16	.35	.12	.06	.06	.04
d	.00	-.10	.29	.02	-.04	.05	-.03	-.08	.01	-.12	.26	.56
nd	-.03	.05	.02	-.03	-.02	-.17	-.07	.20	.39	.12	-.03	.41
gs.	-.28	-.02	.20	-.13	-.02	-.26	.04	.56	-.01	-.06	.06	-.22
es and	-.05	.02	.56	.00	.00	.01	.03	-.12	.11	.13	.08	-.08
	.12	.07	.07	.19	.04	-.03	-.06	.08	-.01	.35	-.08	.04
and t	-.01	.03	.46	-.14	.10	-.21	.02	-.08	.03	.09	.38	.09
col-	-.03	-.08	.04	.13	.11	-.06	.66	-.01	-.05	-.05	.14	-.10

(continued)

(continued)

TABLE A-6

Variable	Item Number	Item	Fac. I	Fac. II	Fac III
53.	163	In this country most people don't want to see colored people move up to better jobs.	-.09	.02	.
54.	164	People who don't have much money can't expect to get justice in the courts.	.06	.04	.
55.	167	Unions have helped better conditions for working people.	.01	.02	-.
56.	170	Even if I could do more skilled work than I do now I would not get a chance to do it here.	-.24	.10	.
57.	172	There is very little that minority groups can do to change things in this country.	.10	.27	.
58.	174	The civil rights movement is moving too slowly.	-.02	.07	.
59.	175	Negroes can only win their rights if they they fight for them themselves.	-.08	-.11	.

(continued)

(continued)

TABLE A-6

Varimax Rotated Factor Loadings

	Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII	Fac. VIII	Fac. IX	Fac. X	Fac. XI	Fac. XII
want etter	-.09	.02	.31	-.23	.10	.01	.23	.08	.43	.03	.44	.13
can't ts.	.06	.04	.35	-.13	-.03	-.20	.45	-.04	.11	.12	.46	.08
ons	.01	.02	-.14	.04	.05	.09	-.66	.03	-.16	.05	.23	-.01
ork than to	-.24	.10	.16	-.13	.32	-.31	.42	-.24	-.03	-.08	.18	.08
y groups ountry.	.10	.27	.51	.02	-.22	.02	.27	.02	.01	-.11	-.01	.01
ng too	-.02	.07	.16	.06	-.10	-.02	.02	.01	-.09	-.12	.62	-.06
if they	-.08	-.11	.08	.13	.20	.05	.06	.00	-.16	-.33	.32	-.01

(continued)

(continued)

TABLE A-6

Variable	Item Number	Item	Fac. I	Fac. II	F I
60.	176	In the next five years we can expect that the attitude of white people about civil rights will be worse.	-.28	03	
61.	178	Negroes and Puerto Ricans who do the same work as whites usually get paid less than whites.	.01	-.06	
62.	179	This department is a pleasant place to work.	.51	-.10	
63.	180	This department does good work.	.16	.05	
64.	181	This department is a friendly place to work.	.55	-.16	
65.	185	How often to do feel that you have no one to turn to?	-.08	.07	
66.	186	How often do you feel that you have problems with your life that are too much for you?	-.07	.06	

(continued)

(continued)

TABLE A-6

Varimax Rotated Factor Loadings

	Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII	Fac. VIII	Fac. IX	Fac. X	Fac. XI	Fac. XII
pect e about	-.28	.03	.60	-.02	-.17	.08	.20	-.03	-.11	.00	.14	-.04
the paid	.01	-.06	.52	.13	.28	.17	-.12	.15	-.08	.07	.33	.16
ace to	.51	-.10	-.24	-.12	.05	.14	.16	.23	-.36	.18	-.05	.09
	.16	.05	.00	.04	-.08	.06	.30	.04	-.26	.26	.07	-.29
ace to	.55	-.16	-.17	-.22	-.09	.15	-.06	-.01	-.35	-.08	.03	.00
ve no	-.08	.07	.09	-.05	.09	-.68	.20	-.01	.22	-.12	-.04	.04
ave too	-.07	.06	-.17	.14	-.03	-.76	.14	.02	-.06	.06	.05	.01

(continued)

(continued)

TABLE A-6

Variable	Item Number	Item	Fac. I	Fac. II	Fa II
67.	187	How often do you feel upset when people find fault with you?	.03	-.08	
68.	189	How often do you feel that people laugh at you?	-.27	.02	
		Pct. Var.	6.60	6.53	5.
		Cum. Pct. Var.	6.60	13.14	18.

(continued)

TABLE A-6

Varimax Rotated Factor Loadings

Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V	Fac. VI	Fac. VII	Fac. VIII	Fac. IX	Fac. X	Fac. XI	Fac. XII
.03	-.08	.07	.05	-.05	-.63	-.22	.23	.07	.06	.05	-.10
-.27	.02	.26	-.02	.00	-.57	.06	.22	.02	-.04	-.23	.02
6.60	6.53	5.29	4.30	4.00	4.45	3.96	3.22	4.04	3.38	3.98	2.81
6.60	13.14	18.43	22.72	26.72	31.18	35.13	38.35	42.39	45.76	49.74	52.55

TABLE A-7

INTERCORRELATIONS OF SELECTED BIOGRAPHICA
SCORES ON 12 COMBINED ATT
(N=328)

		1	2	3	4	5	6	7
1.	Age	-	40**	05	08	-29**	-08	-17*
2.	Mos. on Present Job		-	09	08	-25**	-10	-04
3.	Minutes to Work			-	-01	-16**	17**	-01
4.	Weekly Take-Home Pay				-	35**	07	00
5.	Yrs. Educ. Completed					-	-05	13*
6.	No. Dependents						-	-01
7.	Job Dissatisfaction							-
8.	Readiness for Upgrading							
9.	Pessimism re Civil Rights Progress							
10.	Wage Dissatisfaction							
11.	Dissat. with Perceived Lack of Opport.							
12.	Feelings of Despair							
13.	Distrust of Institutions							
14.	Frustration With Hostility							
15.	Perceived Unfairness of Management							
16.	Resigned Acceptance of Company							
17.	Impatience with Civil Rights Progress							
18.	Risk-Taking Proclivity							

*p ≤ .05; **p ≤ .01.

TABLE A-7

ELECTED BIOGRAPHICAL VARIABLES AND COMPOSITE
ON 12 COMBINED ATTITUDE FACTORS
(N=328)

4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
08	-29**	-08	-17**	-14*	-09	-06	-08	-12*	03	-11	-03	-18**	-10	-06
08	-25**	-10	-04	-13*	-06	-05	00	04	10	-08	06	-18**	04	-06
-01	-16**	17**	-01	-02	-04	06	-08	05	04	-09	11	00	03	-04
-	35**	07	00	07	-01	01	05	-06	-05	-14*	-04	00	-02	-04
	-	-05	13*	24**	-05	10	18**	-06	-05	07	-13	11	-07	-03
		-	-01	12*	10	12*	00	-01	08	-01	08	02	13*	03
			-	01	06	17**	14*	21**	08	22**	27**	-06	07	12*
				-	-08	15**	24**	-04	-02	-03	-02	10	08	05
					-	-01	-10	10	37**	10	14*	-09	50**	01
						-	07	09	-08	00	03	08	03	09
							-	-01	-01	01	10	08	-01	07
								-	11	29**	13*	-06	09	11
									-	12*	12*	-13*	62**	04
										-	18**	-16**	05	12*
											-	-39**	12*	03
												-	-08	-04
													-	-01
														-

+ All decimal points have been eliminated.

TABLE A-8

SUMMARY OF ANALYSIS OF VARIANCE

EFFECTS OF TRAINING AND PRE-TESTING ON EMPLOYEES' POST-TEST SCORES ON 10 FACTORS FROM 68 SELECTED ATTITUDE VARIABLES
(Design I)

a. Factor III: "Pessimistic View of Civil Rights Progress"

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent+ Variance
Pre-Testing	8.94	1	8.94	8.95	4.42**
Training	11.75	1	11.75	11.77	5.82**
Pre-T. x Tr.	.65	1	.65	.65	.32 NS
Residual	180.72	181	1.00		
Total	202.06	184			

b. Factor IV: "Wage Dissatisfaction"

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent Variance
Pre-Testing	18.12	1	18.12	10.03	4.87**
Training	10.73	1	10.73	5.94	2.88*
Pre-T. x Tr.	16.31	1	16.31	9.03	4.38**
Residual	326.97	181	1.81		
Total	372.13	184			

+Levels of significance are indicated next to the Percent Variance as follows: NS = Non-Significant; *p≤.05; ** p≤.01; *** p≤ .001.

(continued)

TABLE A-8 (continued)

c. Factor V: "Dissatisfaction with Perceived Lack of Opportunity"

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent Variance
Pre-Testing	9.93	1	9.93	17.98	8.90**
Training	.00	1	.00	.01	.00 NS
Pre-T. x Tr.	1.59	1	1.59	2.88	1.43 NS
Residual	99.98	181	.55		
Total	111.50	184			

d. Factor VI: "Feelings of Despair"

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent Variance
Pre-Testing	2.83	1	2.83	4.25	2.29*
Training	.00	1	.00	.00	.00 NS
Pre-T. x Tr.	.00	1	.00	.00	.00 NS
Residual	120.52	181	.67		
Total	123.35	184			

(continued)

TABLE A-8 (continued)

e. Factor VII: "Distrust of Institutions"

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent Variance
Pre-Testing	5.17	1	5.17	6.33	3.25*
Training	5.67	1	5.67	6.94	3.56**
Pre-T. x Tr.	.68	1	.68	.83	.42 NS
Residual	147.76	181	.82		
Total	159.28	184			

f. Factor VIII "Frustration with Hostility"

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent Variance
Pre-Testing	5.93	1	5.93	12.68	6.48**
Training	.11	1	.11	.23	.12 NS
Pre-T. x Tr.	.91	1	.91	1.94	.99 NS
Residual	84.56	181	.47		
Total	91.51	184			

(continued)

TABLE A-8 (continued)

g. Factor IX: "Perceived Unfairness of Supervisor and Company"

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent Variance
Pre-Testing	8.37	1	8.37	21.49	9.56**
Training	2.36	1	2.36	6.06	2.70*
Pre-T. x Tr.	6.27	1	6.27	16.10	7.17**
Residual	70.46	181	.39		
Total	87.46	184			

h. Factor X: "Resignation with Acceptance of Company"

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent Variance
Pre-Testing	17.47	1	17.47	46.24	18.79**
Training	3.81	1	3.81	10.07	4.09**
Pre-T. x Tr.	3.34	1	3.34	8.83	3.59**
Residual	68.40	181	.38		
Total	93.02	184			

(continued)

TABLE A-8 (continued)

i. Factor XI: "Impatience with Civil Rights Progress

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent Variance
Pre-Testing	1.42	1	1.42	1.23	.65 NS
Training	8.32	1	8.32	7.24	3.82**
Pre-T. x Tr.	.00	1	.00	.00	.00 NS
Residual	207.94	181	1.15		
Total	217.68	184			

j. Factor XII: "Risk-Taking Proclivity"

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent Variance
Pre-Testing	1.14	1	1.14	1.52	.83 NS
Training	.75	1	.75	1.00	.54 NS
Pre-T. x Tr.	.25	1	.25	.33	.18 NS
Residual	137.12	181	.75		
Total	139.26	184			

TABLE A-9

SUMMARY OF ANALYSIS OF VARIANCE

EFFECTS OF TRAINING AND PRE-TESTING ON EMPLOYEES' POST-TEST SCORES ON 10 FACTORS FROM 68 SELECTED ATTITUDE VARIABLES
(Design II)

a. Factor III: "Pessimistic View of Civil Rights Progress"

Source	Sums of Squares	df	Mean Squares	F - Ratio	Percent + Variance
Pre-Testing	6.03	1	6.03	6.74	2.23*
Training	8.83	1	8.83	9.88	3.27**
Pre-T. x Tr.	4.03	1	4.03	4.51	1.49*
Residual	251.17	281	.89		
Total	270.06	284			

b. Factor IV: "Wage Dissatisfaction"

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent Variance
Pre-Testing	22.01	1	22.01	13.18	4.16**
Training	12.51	1	12.51	7.49	2.36**
Pre-T x Tr.	25.68	1	25.68	15.37	4.85**
Residual	469.29	281	1.67		
Total	529.49	284			

+Levels of significance are indicated next to the Percent Variance as follows: NS = Non-Significant; *$p \leq .05$; ** $p \leq .01$; *** $p \leq .001$.

(continued)

TABLE A-9 (continued)

c. Factor V: "Dissatisfaction with Perceived Lack of Opportunity"

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent Variance
Pre-Testing	5.49	1	5.49	11.47	3.87**
Training	1.68	1	1.68	3.51	1.18 NS
Pre-T. x Tr.	.01	1	.01	.03	.01 NS
Residual	134.46	281	.48		
Total	141.64	284			

d. Factor VI: "Feelings of Despair"

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent Variance
Pre-Testing	2.36	1	2.36	3.37	1.18 NS
Training	.13	1	.13	.19	.07 NS
Pre-T. x Tr.	.14	1	.14	.21	.07 NS
Residual	196.62	281	.70		
Total	199.25	284			

(continued)

TABLE A-9 (continued)

e. Factor VII: "Distrust of Institutions"

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent Variance
Pre-Testing	.77	1	.77	.92	.32 NS
Training	1.00	1	1.00	1.20	.42 NS
Pre-T. x Tr.	.69	1	.69	.83	.29 NS
Residual	234.29	281	.83		
Total	236.75	284			

f. Factor VIII " Frustration with Hostility"

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent Variance
Pre-Testing	6.22	1	6.22	1.47	4.89 NS
Training	.00	1	.00	.00	.00 NS
Pre-T. x Tr.	2.22	1	2.22	5.24	1.74*
Residual	118.89	281	.42		
Total	127.33	284			

(continued)

TABLE A-9 (continued)

g. Factor IX: "Perceived Unfairness of Supervisor and Company"

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent Variance
Pre-Testing	7.14	1	7.14	18.77	5.70**
Training	6.44	1	6.44	16.94	5.14**
Pre-T. x Tr.	4.91	1	4.91	12.90	3.91**
Residual	106.86	281	.38		
Total	125.35	284			

h. Factor X: "Resignation with Acceptance of Company"

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent Variance
Pre-Testing	24.76	1	24.76	72.19	18.90**
Training	5.00	1	5.00	14.58	3.82**
Pre-T. x Tr.	4.87	1	4.87	14.21	3.72**
Residual	96.39	281	.34		
Total	131.03	284			

(continued)

TABLE A-9 (continued)

i. Factor XI: "Impatience with Civil Rights Progress"

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent Variance
Pre-Testing	.00	1	.00	.00	.00 NS
Training	4.20	1	4.20	3.38	1.18 NS
Pre-T. x Tr.	1.62	1	1.62	1.30	.46 NS
Residual	349.69	281	1.24		
Total	355.51	284			

j. Factor XII: "Risk-Taking Proclivity"

Source	Sums of Squares	df	Mean Squares	F-Ratio	Percent Variance
Pre-Testing	1.21	1	1.21	1.52	.53 NS
Training	1.37	1	1.37	1.71	.60 NS
Pre-T. x Tr.	.19	1	.19	.23	.08 NS
Residual	224.50	281	.80		
Total	227. 27	284			

TABLE A-10

COMPARISON OF EXPERIMENTAL AND CONTROL GROUPS' PRE-TEST SCORES
(Design I)

Composite Scores on 12 Factors from 68 Selected Attitude Variables

Variable	Trainees (Experimental Group) (N=25)		Non-Trainees (Control Group I) (N=22)		Mean Diff.	df	t-value
	$\bar{X}$	S.D.	$\bar{X}$	S.D.			
1. Job Dissatisfaction	1.86	.68	1.77	.55	.09	44	.48
2. Readiness for Upgrading	4.06	.60	3.55	1.12	.51	44	1.97
3. Pessimism re Civil Rights Progress	2.27	.78	1.87	1.07	.40	44	1.47
4. Wage Dissatisfaction	2.92	1.43	3.45	1.23	-0.53	44	-1.36
5. Dissatisfaction w/Perceived Lack of Opportunity	3.47	.88	4.30	.81	-0.83	44	-3.36**
6. Feelings of Despair	2.09	.95	2.19	1.12	-0.10	44	-0.35

*p ≤ .05; **p ≤ .01; ***p ≤ .001

$\bar{X}$ = Arithmetic Mean
S.D. = Standard Deviation

(continued)

TABLE A-10 (continued)

Variable	Trainees (Experimental Group) (N=25)		Non- Trainees (Control Group I) (N=22)		Mean Diff.	df	t-value
	$\bar{X}$	S.D.	$\bar{X}$	S.D.			
7. Distrust of Institutions	2.43	1.02	1.95	.76	.48	44	1.83
8. Frustration with Hostility	1.43	.46	1.51	.56	-0.07	44	-0.49
9. Perceived Unfairness of Management	2.51	.62	2.35	.53	.15	44	.90
10. Resigned Acceptance of Company	3.31	.63	3.10	.91	.21	44	.93
11. Impatience with Civil Rights Progress	2.95	1.04	2.39	1.01	.56	44	1.87
12. Risk-taking Proclivity	2.54	.86	2.50	1.01	.04	44	.15

TABLE A-11

COMPARISON OF EXPERIMENTAL AND CONTROL GROUPS' PRE-TEST SCORES
(Design II)

Composite Scores on 12 Factors from 68 Selected Attitude Variables

Variable	Trainees (Experimental Group) (N=25)		Non-Trainees (Control Group II) (N=139)		Mean Diff.	df	t-value
	$\bar{X}$	S.D.	$\bar{X}$	S.D.			
1. Job Dissatisfaction	1.86	.68	1.99	.78	-0.12	33	-0.75
2. Readiness for Upgrading	4.06	.60	3.78	.84	.28	33	1.56
3. Pessimism re Civil Rights Progress	2.27	.78	2.23	.91	.04	33	.20
4. Wage Dissatisfaction	2.92	1.43	3.05	1.26	-0.13	33	-0.47
5. Dissat.w/Perceived Lack of Opportunity	3.47	.88	3.17	.82	.30	33	1.66
6. Feelings of Despair	2.09	.95	1.91	.81	.18	33	.97

*p ≤ .05; **p ≤ .01; ***p ≤ .001

$\bar{X}$ = Arithmetic Mean
S.D. = Standard Deviation

(continued)

TABLE A-11 (continued)

Variable	Trainees (Experimental Group) (N=25)		Non-Trainees (Control Group II) (N=139)		Mean Diff.	df	t-value
	$\bar{X}$	S.D.	$\bar{X}$	S.D.			
7. Distrust of Institutions	2.43	1.02	2.28	.92	.15	33	.74
8. Frustration with Hostility	1.43	.46	1.63	.59	-0.19	33	-1.53
9. Perceived Unfairness of Management	2.51	.62	2.64	.69	-0.14	33	-0.94
10. Resigned Acceptance of Company	3.31	.63	3.20	.69	.11	33	.74
11. Impatience with Civil Rights Progress	2.95	1.04	2.93	1.10	.02	33	.10
12. Risk-Taking Proclivity	2.54	.86	2.46	.96	.08	33	.40

TABLE A-12

PRINCIPAL COMPONENTS FACTOR ANALYSIS OF 21 TRAINEE PERFORMANCE RATING ITEMS
Ratings of 11 Employees by Supervisor and Trainer
(N=22 Observations)

Variable	Item Number[1]	Item	Varimax Rotated Factor Loadings				
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V
1.	1	How easy is it for the worker to fit in with new work groups? 1=Extremely easy; 7=Extremely difficult.	.51	-.46	-.14	.09	-.34
2.	2	How easy is it for the worker to learn new duties? 1=Extremely easy; 7=Extremely difficult.	.50	-.14	-.26	-.56	-.25
3.	3	How dependable is the worker in carrying through what is expected of him? 1=Extremely dependable; 7=Extremely undependable.	.74	-.44	.35	.06	.12
4.	4	Is the worker able to accept responsibility? 1=Extremely able; 7=Extremely unable.	.77	.11	-.15	-.36	-.01
5.	5	How punctual is the worker? 1=Always on time; 7=Very frequently late.	-.06	-.23	.83	-.04	-.18

[1] This refers to the question number in the Trainee Performance Rating Form, Appendix B-5. (continued)

TABLE A-12 (continued)

Variable	Item Number	Item	Varimax Rotated Factor Loadings				
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V
6.	6	How often is the worker out for other than medical reasons? 1=Very often; 7=Almost never.	-.09	.15	-.84	-.01	-.16
7.	7	To what extent does the worker know the rules and regulations of the company? 1=Extremely knowledgeable; 7=Very unknowledgeable.	-.10	-.36	-.76	.19	.15
8.	8	To what extent does the worker break company rules and regulations? 1=Almost never; 7=Very often.	-.01	-.44	-.01	-.02	-.59
9.	9	How adequate is the employee's technical knowledge? 1=Very adequate; 7=Very inadequate.	.20	-.17	.02	-.88	.24
10.	10	How skilled is the employee in his use of machines and equipment? 1=Very skilled; 7=Total lack of skill.	.31	.01	.09	-.92	.10
11.	11	How much care does the employee exercise to prevent damage or misuse of property and equipment? 1=Extremely careful; 7=Extremely careless.	.15	-.48	.03	-.74	-.16

(continued)

TABLE A-12 (continued)

Variable	Item Number	Item	Varimax Rotated Factor Loadings				
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V
12.	12	What is the worker's average work output? 1=Much above average; 7=Much below average.	.86	-.16	.14	-.26	-.19
13.	13	What is your estimate of the worker's quality of work output? 1=Consistently high quality; 7=Consistently low quality.	.69	.04	.06	-.63	-.05
14.	14	What is the worker's ability to explain work-related instructions? 1=Very able; 7=Has great difficulty.	.21	-.44	-.41	-.23	.46
15.	15	What is the worker's ability to keep the flow of work paced properly? 1=Very able; 7=Very unable.	.87	-.04	.08	-.22	-.08
16.	16	How able is the worker in getting along with his foreman? 1=Extremely able; 7=Has great difficulty.	.24	-.11	.10	-.05	-.82
17.	17	How able is the worker in getting along with other workers? 1=Extremely able; 7=Has great difficulty.	.15	-.80	.18	-.34	-.21
18.	18	How able is the worker in getting along with other group leaders? 1=Extremely able; 7=Has great difficulty.	.00	-.90	.08	-.28	-.11

(continued)

TABLE A-12 (continued)

Variable	Item Number	Item	Varimax Rotated Factor Loadings				
			Fac. I	Fac. II	Fac. III	Fac. IV	Fac. V
19.	19	How interested do you think the worker is in improving himself? 1=Very interested; 7=Very disinterested.	.21	-.21	.00	-.72	-.24
20.	20	How much promotion potential for the next job level do you think the worker has? 1=Much above average; 7=Much below average.	.70	-.12	.05	-.54	.26
21.	21	How would you rate the worker's general performance? 1=Much above average; 7=Much below average.	.72	-.04	.00	-.61	-.18
		Pct. Var.	23.62	13.54	11.73	21.81	8.88
		Cum. Pct. Var.	23.62	37.17	48.90	70.70	79.58